Association of Professional Flight Attendants

Representing the Flight Attendants of American Airlines

November 24, 2020

Via Email and Return Receipt Certified Mail #7019 1120 0000 0179 3144

Mr. Bob Ross

RE: Overpayment of Wages

Dear Mr. Ross:

I am sending this letter to follow-up on our telephone conversation on November 10, 2020. During our call, we discussed the finding of the APFA Board of Directors that you were overpaid in the amount of \$5,436.47 in 2018. The Board's finding was based on the results of a review from an independent accounting firm which determined that the formula used to determine the daily rate for your sick and vacation payout was incorrect. (See Schedule C, enclosed).

On or before January 1, 2021, please remit payment (via check, money order, cashier's check, or credit card) to APFA in full or contact me to discuss payment arrangements.

Please contact me at a great or eharris(with any questions or concerns. Thank you for your prompt cooperation.

Sincerely,

Erik Harris

National Treasurer

Enclosure

CC: APFA Board of Directors

APFA Executive Committee Margot Nikitas, General Counsel

Exhibit A-2



Α

Bob Ross - National President Pay

116 hours paid monthly at the highest purser pay including international overide, per the policy manual.

* Maximum flight attendant pay	60.13		
Purser Pay	7.50		
International pay	3.75		
8. 852	71.38	116 hours	8,280.08
BI-monthly pay 4/1/16 - 12/31/16	71-21		4,140.04
** Maximum flight attendant pay	61.33		
Purser Pay	7.50		
International pay	3.75		
	72.58	116 hours	8,419.28
Bi-monthly pay - 1/1/17 - 5/1/17			4,209.64
	101,031.36 Annual sa	alary	
	276.80 Daily rate	for sick and	vacation
** Maximum flight attendant pay	64.96		
Purser Pay	7.50		
International pay	3.75		
	76.21	116 hours	8,840.36
BI-monthly pay - 5/2/17 - 12/31/17			4,420.18
	106,084.32 Annual sa	elary	
	290.64 Daily rate	for sick and	vacation
*** Maximum flight attendant pay	66.26		
Purser Pay	7.50		
International pay	3.75		
	77.51	116 hours	8,991.16
Bi-monthly pay - 1/1/18 - 7/31/18			4,495.58
	107,893.92 Annual sa	alary	
1	295.60 Daily rate	for sick and	vacation

- * Pay rates effective 4/1/16
- ** Pay rates effective 1/1/17 5/1/17
- *** Pay rates effective 5/2/17 12/31/17 (1.6% Increase)
- **** Pay rates effective 1/1/18 7/31/18

Exhibit A-2

			8					
National Officer:	Bob Ros	SS						
		Annual	Daily amount	Eligible				1
		Salary	(divide by 365)	Days to pay	Payment	1		
Profit Sharing - 2016					2,652.22	(paid 3/10/17)	7	
Vacation Pay - 2017		\$ 101,031.36	276.80	14	3,875.20	(paid 3/31/17)		
Sick Pay - 2017		\$ 101,031.36	276.80	12	3,321.60	(ZZ/ZS/E plod)		
Retro - Wage Arbitration Award 1.6%	Award 1.6	%			918.72	(paid 6/1/17)		
Triple Play Grand Slam					300.00	(paid 7/6/17)		
Grand slam					150.00	(pold 1/25/18)		
(Additional \$50 grand sla	O grand slan	m paid on 2/15/18 salary check)	salary check)					
2071 Profit Sharing					2,458.19	(paid 3/9/18)		
Vacation & Sick Pay - 2017 - (adjustment paid in 2018)	17 - (adjustr	ment paid In 2018			968.76	968.76 (pold 3/29/2018)		
Vacation Pay - 2017 (remaining unused days per agreement)	naining unu	sed days per agree \$ 114,632.67	ament) 314.06	71	5,339.02	(Br0c/6c/6 plod)		
Vacation Pay - 2018 (remaining unused days per agreement)	nainine unu	sed days per agree	ament)					
		\$ 122,121.70	334.58	29	9,702.82	(pald 3/29/2018)		
		(Paid in two checks in the amount of \$4,851.41 each)	s in the amount	of \$4,851.41 each	()			İ
Sick Pay - 2018		\$ 122,121.69	334.58	12	4,014.96	(8102/52/E plad)		
End of Term Payout - 2017 Llanuar	17 (January	1 - December 31.	2017)			-	· ve	
		\$ 118,046.02 334.58 35 11,710.30 (pale 3) (Palel 3)	334.58	35	11,710.30	(paid 3/29/2018)		
		(Faid in two check	S in the amount	or 55,905.45 each	and one for 55,	903.44)		
End of Term Payout - 2018 (Januar	18 (January	y 1 - July 31, 2018)						
		\$ 118,046.02	334.58	20.44	6,838.82	(pald 3/29/2018)		
		(raid in two checks in the amount of 55,415,41 each	s in the amount	OT 55,419.41 eac				
Profit sharing 2018					1,403.99	1,403,99 (paid 3/8/19)		

Nationa	National Officer:	Bob Ross		Overpayment Calculation	Calculation			
			Annual	Daily amount	Eligible			
			Salary	(divide by 365)	Days to pay	Payment	t	
Vacation Pay - 2017	ay - 2017							
	Original amount	4	\$ 101,031.36	5 276.80	14	\$ 3,8	3,875.20 0	OK (paid 3/31/17)
					Overpayment	S		•
Sick Pay - 2017	2017		and the second					
-	Original amount	-	\$ 101,031.36	5 276.80	12	\$ 3,3	3,321.60	OK (paid 3/31/17)
					Overpayment	•	•	
Vacation 8	& Sick Pay - 201	Vacatlon & Sick Pay - 2017 - (adjustment paid in 2018all paid in error)	id in 2018all paid	in error)	Overpayment	\$	968.76	\$ 968.76
Vacation F	² ay - 2017 (ren	Vacation Pay - 2017 (remaining unused days per agreement)	per agreement)					
	Original amoun	Original amount - paid in error (a)	\$ 114,632.67	314.06	17	\$ 5,3	5,339.02	(paid 3/29/2018)
	Correct calculation amount	tion amount	\$ 101,031.36	5 276.80	17	\$ 4,7	4,705.60	
					Overpayment	\$	633.42	\$ 633.42
Vacation F	Jay - 2018 (rem	Vacation Pay - 2018 (remaining unused days per agreement)	per agreement)					- T-
	Original amoun	Original amount - paid in error (a)	\$ 122,121.70	334.58	29	\$ 9,7	9,702.82	(paid 3/29/2018)
	Correct calculation amount	tion amount	\$ 107,893.92	295.60	29	\$ 8,5	8,572.40	
					Overpayment	\$ 1,1	1,130.42	\$ 1,130.42
Sick Pay - 2018	2018					-		
	Original amoun	Original amount - paid in error (a)	\$ 122,121.69	334.58	12	\$ 4,0	4,014.96	(paid 3/29/2018)
	Correct calculation amount	tion amount	\$ 107,893.92		12	\$ 3,5	3,547.20	
					Overpayment	\$	467.76	\$ 467.76
End of ter	m payout - 201	End of term payout - 2017 (January 1 - December 3	mber 31, 2017)			į		7 (4)
	Original amoun	Original amount - paid in error (a)	\$ 118,046.02	334.58	35	\$ 11,7	11,710.30 ((paid 3/29/2018)
	Correct calculation amount	tion amount	\$ 107,893.92	295.60	35	\$ 10,3	10,346.00	
					Overpayment	\$ 1,3	1,364.30	\$ 1,364.30

and man may be	1	i		**	75.06 (based on 1.4%)		
	3/29/2018)		\$ 796.75	\$ 5,361.41	\$ 75.06	\$ 5,436.47	
	(paid						
	6,838.82 (poid 3/29/2018)	6,042.06	796.75		*		
	s	ş	w	btota	ove 4		
	20.44 \$	20.44 \$	Overpayment	Overpayment subtotal	excess amount ak	PFA	
2	334.58	295.60			1 (3/8/2019) on e	ent - due to A	
18)	118,046.02	107,893.92			Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **	Total overpayment - due to APFA	
31, 20	\$	s			haring	<u>P</u>	
- July	or (a)				rofit-s		
End of term payout - 2018 (January 1 - July 31, 2018	Original amount - paid in error (a)	Correct calculation amount			Add 2018 p		(a) - included union pay (MEA/SAF)
End of ter		-					(a) - inclu

Exhibit A-2